

# CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

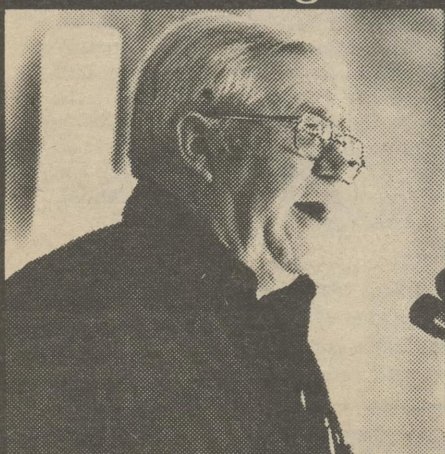
Box 10128, Detroit, MI 48210

(313) 842-2600



September 1982  
No. 28

## He's Coming From California...



Bill Slater, Insured Transporters,  
Local 315, Oakland, Cal.

"I will be at the Convention because I know that the people who will be there know the true meaning of union solidarity and brotherhood. They realize as never before the real dangers that face our union and how important it is to exchange ideas on how best to protect ourselves. I urge any Teamster who is interested in becoming more active in his local union and who wishes to see truly democratic organization in action to attend the TDU Convention."

**1982 Rank & File Convention**  
**October 30-31, Detroit, Michigan**  
**For More Information, see pp. 10-11**

## Solid Strike Against McBride Takeaways

Teamster employees of McBride Express, shocked by that company's outrageous concession demands, have been on strike for 14 weeks against the company for a better contract.

McBride, which had been a Master Freight carrier until this year, has provoked a strong response from both the rank and file and officials of Teamster Locals 600 and 688 with its concessionary demands. The company's proposed package of unacceptable takeaways include:

- Cut to \$10 per hour for driver/freight handlers and 23c per mile for road drivers.
- No sick pay or jury duty pay.
- All workers to be considered combination driver/freight handlers and pick-up and/or deliverers at any place without restrictions.

- \$8.50 per hour new hires rate with one year's probation.
- If the company needs personnel to work only on the dock, the rate will \$9 per hour.

Local 600 sent out a letter to the membership asking for picket line help and monetary aid for the McBride strikers. The letter stated that "if this company is permitted to operate under these substandard conditions, it would be a situation of McBride today, your company tomorrow."

Cliff Coonley, TDU member and employee at OK Trucking in St. Louis, said, "The strike is solid. The people at McBride and the local are determined to beat this contract. A lot of barns in the area are contributing money and sending people to the picket line."

## Teamster Power Eroding

# Will IBT Survive Concessions?

*"Although we don't need concessions, we are taking advantage of the bargaining climate to ask for them."*

Corporate executives are admitting what rank & file Teamsters have suspected all along. In a poll of 400 executives conducted by *Business Week* magazine, nearly 50% of those who said they were seeking concessions cited the statement above as their motivation. Not survival—but "taking advantage of the bargaining climate". According to the study, published June 14, roughly half of all the executives are going for concessions, with the rest bargaining as normal.

That means thousands of businesses are using the current recession as an excuse to break the backs of the unions they deal with. And from their point of view, it's working. The August issue of *Business Week* printed a comment by pollster Louis Harris which summed things up: "Companies think they

frozen food contract, where profitable corporations like Green Giant got a takeaway pact off the backs of already underpaid Teamsters. (At one company, *Watsonville Canning*, TDUs organized to turn down the first contract offer in August.)

### Another Approach

There are alternatives to giving the employers exactly what they ask for. Just look at what the Canadian labor movement is doing. As we go to press, 40,000 construction workers are on strike/lockout in British Columbia, including nearly 2,000 Teamsters. Striker and TDU member Jack Vlahovic reports that they have already refused a \$4 raise over two years because they would have to pay their own benefits out of the raise.

The entire Canadian labor movement has rejected concessions. The Canadian Labor Congress (the equivalent of our AFL-CIO) printed a chart (shown here) demonstrating that North

Hourly Compensation for Manufacturing Workers (In U.S. dollars)

| Country       | 1975   | 1980    | % Growth |
|---------------|--------|---------|----------|
| Britain       | \$3.27 | \$ 7.07 | 116%     |
| France        | 4.63   | 9.46    | 104%     |
| Belgium       | 6.60   | 13.18   | 100%     |
| Japan         | 3.05   | 5.88    | 93%      |
| Italy         | 4.65   | 9.01    | 93%      |
| West Germany  | 6.24   | 11.94   | 91%      |
| Netherlands   | 6.60   | 12.18   | 85%      |
| Sweden        | 7.18   | 12.60   | 76%      |
| United States | 6.35   | 9.92    | 56%      |
| Canada        | 6.11   | 9.06    | 48%      |

Source: U.S. Bureau of Labor Statistics

have their unions where they want them."

### Union Response

This situation throws down a challenge to every union. The response of the top Teamster leadership has been *surrender*. In one contract after another, the IBT bigwigs have backed the employers' demands for takeaways.

The recent *United Parcel Service* (UPS) contract is a perfect example of "taking advantage of the climate." Roy Williams signed a 37-month wage freeze and big cuts for future part-timers for a company that had record profits. He got zip in return. Even *Business Week* labeled the contract a "labor bargain."

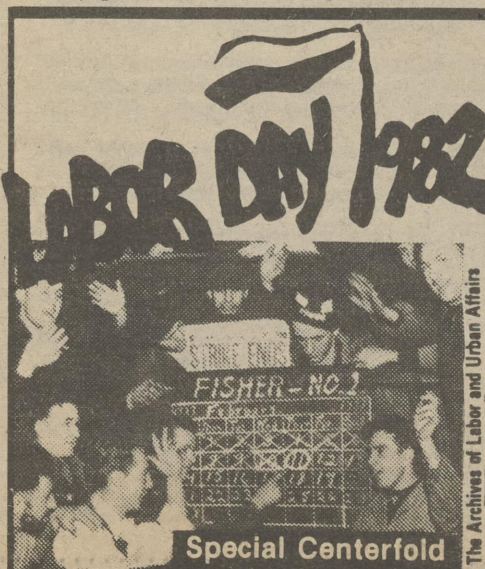
Another example is the California

American workers have already taken enough concessions and *have fallen behind several other countries in our standard of living*.

Without this kind of approach, our union is likely to lose more than good contracts. We will continue to shrink, to lose the faith of our membership, to lose our union power. These facts can't be covered up by PR firms, threats to the members, or attacks on reformers.

The employers' anti-labor drive is showing very clearly that there is a choice of union policy—*either surrender or fight*—and that the top IBT officers have chosen to go along with the employers for the ride. A ride that will leave the membership—and the union—far behind.

[continued on page 5]



Special Centerfold

The Archives of Labor and Urban Affairs  
Wayne State University

## Inside

## Convoy-Dispatch

- Roy passes up COLA ..... p. 2
- Health & Welfare threat ..... p. 3
- "Families of Power" ..... p. 4
- Tank & Freight News ..... p. 5
- Kroger bargains tough ..... p. 8
- Open letter to 710 Members ... p. 9
- TDU Convention details ..... p. 11
- UPS News ..... p. 12



# Union Leader Paid \$28,143 in Prison

## Dissident Teamsters Highlight Payment in Salary Report

By HENRY WEINSTEIN, Times Labor Writer  
— officials who for years have been investigating the local in New Jer-

Teamsters Local 560

Paid \$28,143 in '81

To Jailed Ex-Chief

048. Tham gave up his posts as  
embezzling union funds.  
Disclosure of the \$28,143 pay

## the dispatch

By a Wall Street Journal Staff Reporter  
WASHINGTON—Convicted labor racketeer Anthony "Tony Pro" Provenzano received a salary of \$28,143 last year from a Teamsters local he used to lead—even though he was in a Lompoc, Calif., federal prison.

The payment, disclosed in a union document filed with the Labor Department, was covered by the Teamsters for a Democratic Union.

## US seeks Provenzano's jail salary

# TDU Report Sparks U.S. Move On Tony Pro

TDU's report last month that Union City, N.J. Local 560 paid \$28,143 in 1981 to Tony Provenzano while he served time for murder and labor racketeering has sparked the U.S. Attorney's Office into action.

W.H. Dumont, U.S. attorney for New Jersey, told the *Wall Street Journal*, the *Los Angeles Times*, and several other newspapers that his office is planning legal action to stop the payments and possibly recover the money already paid.

"As far as we're concerned, it's illegal," whether it's a pension or a salary, Dumont told the *Journal*. "We

don't believe he should be entitled to any money after a certain time."

Dumont's office is currently seeking to have Local 560 placed in the hands of court-appointed trustees in order to restore democracy to the local. As part of the move, Tony Provenzano has already agreed never again to play any role in the local.

The revelation of the payments to Provenzano received widespread publicity, and TDU was credited for the investigation into the Labor Department documents which detailed the payments.

## \$14,625 Was Due

# Roy Passes Up COLA

Pity poor Roy Williams.

The *Wall Street Journal* reported on August 17 that the IBT President—not being "entirely insensitive to criticism"—agreed to forego his \$14,625 1982 COLA raise. We wonder if he'll be able to manage on the mere \$256,521 he took home in salaries and expenses last year.

The announcement of the move came just weeks after TDU issued its report on the 53 Teamster officials who earned \$100,000 or more last year. The report sparked much interest and controversy, with major stories appearing in several newspapers.

Commenting on the officers' decision to give up their COLA increases at a time when hundreds of thousands of Teamster members are suffering wage

freezes and cuts, TDU Co-Chair Doug Allan said: "We're glad they did it but it is far from what is needed. We'll keep the pressure on."

The IBT Constitution provides the world's best COLA coverage for the Teamster officials: "In addition to the above (salary schedule), effective July 1, 1982 and every July 1 thereafter, all International officers shall receive an annual cost of living increase which shall be equal to the percentage increase in the Consumer Price Index, U.S...." It is based on the figures for May of each year.

It is not known whether Williams, Presser, Provenzano, Anderson and the other International officers have completely given up the raises, or merely deferred them until next year.

# Officers' Pension Benefits Hiked, Retirees Left Out in the Cold

The \$300 lump-sum payment to retired Teamsters that was reportedly to be paid out by the Central States, Southeast and Southwest Areas Fund earlier this year has been quietly cancelled. The earlier fanfare from Jackie Presser and others is now to be forgotten. The retirees will get no increase at all.

But not forgotten are officers covered by a special officers-only pension plan, the Affiliates Plan. They have received a nice increase, according to the Summer 1982 *Teamster* magazine. Those who retired in 1980 will get a 2% raise, increasing with earlier dates of retirement up to 14% for those who

retired in 1974 or earlier. This plan is of course already more generous than any plan available to working Teamsters.

## Can Millionaires Run a Union?

The President and Secretary-Treasurer of Cleveland Local 507 are the two highest paid union officials in the world. Yet, when their major contracts expire, they can't even negotiate. In April and May, contracts expired for the warehouse workers at Fazio and Kroger, yet they have not contract, no strike votes, and apparently nothing is happening. Apparently, the world's richest union officers can't get it together to handle the negotiations. It just goes to show... You don't always get what you pay for!

Copyright 1982 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.

## Quotation of the Month

# Extra Pay for Organizers Prohibited

WE WANT it distinctly understood by our members that under all the rules and precedents of the International Union no salaried officer of the International Union can accept any salary or remuneration from any local union or joint council. In 1938 the general president, having it whispered to him that some organizers were accepting some remuneration for services rendered, sent out a letter to all organizers, stating that if they were drawing full salary from the International Union, under no circumstances were they to accept any other salaries.

This applies to international organizers on full pay.

In some labor cases that have been before the federal government it has been held that international officials accepting salaries from more than one source, in violation of the laws and

rules governing their organization, might be classified as coming under the anti-racketeering law. When a man goes to work for the International Union under full salary he sells his entire time to the International Union and he has no business—and it is a violation of his contract and understanding—to sell any part of that time to anyone else.

Therefore, local unions must understand that they are not indebted in any way to any international officer insofar as remuneration is concerned, for any services rendered. Any organizer who cannot comply with those long-established rules and orders can resign, and if he fails to resign the general president is compelled to disperse with his services at once. Otherwise he may involve the general executive board in scandal. It has happened in another union.

The above quotation appeared on p. 27 of the July, 1942 issue of the *International Teamster* magazine. It stresses the union's opposition to international union officers holding multiple positions of power within the union. It is advice that we think is still relevant today.

# WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

## TDU STEERING COMMITTEE

### Co-Chairs:

Doug Allan, Local 208

Pete Camarata, Local 299

Bilal Chaka, Local 692

Bob Leslie, Local 147

### Organizer:

Ken Paff, Local 407

### Trustees:

Eileen Janadla, (Local 337)

Konstantine Petros, Local 20

Mike Belzer, Local 705

Keith Gallagher, Local 229

Frank Greco, Local 478

Bob Kinnunen, Local 705

Gary Lazarowski, Local 407

Mel Packer, Local 800

Juana Retamozo, Local 912

John Torbet, Local 488

### Alternates:

Jan Sunoo, Local 278

Welford Wigglesworth, Local 771

# RANK & FILE BILL OF RIGHTS

**I. DEMOCRATIC BY-LAWS.** All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT HOUR DAY AND FIVE DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.





NEWS FROM THE

# WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU  
Room 612-2000 P St., NW  
Washington, D.C. 20036  
(202) 785-3707

## Washington Wire

**Federal Appeals Court Expands Election Protest Rights.** In a case brought by a TDU member in Massachusetts, a Federal Appeals Court has ruled that it is sometimes possible to bypass the Labor Department with a direct appeal to the courts in an election protest. The courts have traditionally held that all election protests must go to the Labor Department *after* the election is over. This lengthy process usually deprives reformers of any effective means of protest.

But in the case of *Crowley v. Teamsters Local 82*, the court ruled that reform candidates could appeal *directly* to the courts if their free speech rights had been violated by the union's election procedures. The local had required members to provide computer dues receipts for entrance to the nominations meeting; had declared many of the reformers ineligible to run; and had refused to recognize the nominations of the reform candidate for president.

When the plaintiffs appealed to the court for relief, a District Judge entered a comprehensive injunction forcing a new election. The Appeals Court upheld this move, saying a direct appeal to the courts was warranted when: 1) the incumbents engage in discriminatory treatment designed to suppress dissent; 2) the treatment involved violation of Title 1 free speech rights, not merely violations of Title 4 election procedures; and 3) the ballots have not yet been opened and counted.

**TDU and Local 20 Win Libel Case.** On August 8, a Court of Appeals in Ohio ruled in favor of TDU, Teamsters Local 20, and several members of Local 20 regarding alleged "libel" of an anti-union employer, David Yeager of BFI in Toledo. The Court of Appeals upheld a lower court decision dismissing the libel charges on summary judgement, meaning it was unworthy of going to trial.

Yeager claimed he had been libeled when the Teamsters involved conducted an informational picket line in June 1979, carrying signs referring to Yeager as a "little Hitler." The lower court ruled that such statements, both because they arose in the context of a labor dispute and because no reasonable person could construe them as statements of fact, were not libelous. TDU Attorney Michael Goldberg noted that the decision could deter other employers from using similar tactics.

**Right to Intervene Strengthened.** The U.S. Court of Appeals has awarded legal fees to a TDU attorney who intervened in a case brought by the Department of Labor against Local 70 in Oakland for election violations. The court ruled that Local 70 officials violated federal law by using company equipment to further their re-election campaign. The challenger and his attorney Dan Siegel intervened on the side of the Department of Labor. The court awarded attorney's fees to Siegel for providing "ongoing and vital assistance." This is the first instance we have heard of where a lawyer has been awarded fees on an intervention.

**Supreme Court Upholds Steelworker Rules.** By a 5-4 decision, the U.S. Supreme Court reversed lower court decisions and upheld rules adopted by the Steelworkers Union which limit the ability of union candidates to collect contributions from sources outside the union. The rule in question was imposed after the strong 1977 challenge for the USWA presidency by Ed Sadowski. The rules include: candidates for national office are forbidden to accept any money or support from anyone not a member of the Steelworkers Union (for example, Sadowski could not accept a donation from his father, a retired steelworker); names of all members who donate over a small amount must be listed and reported (supporters of a challenge might fear such a listing).

There are various other rules also, but they conspicuously do not include limiting donations from the international union staff, which funneled huge amounts of money into the incumbent's campaign. The challengers raised money from outside donors in part to offset the incumbent's guaranteed war chest.

This ruling has no direct effect on our union, but does possibly indicate a dangerous anti-labor trend on the Supreme Court. It could indicate that other undemocratic rules adopted by a union to limit the rank and file's rights would be called "reasonable" by the court. The four dissenting Justices called the decision "incredible" in their written opinion.

**Hearing Set on Carl Subler Trucking, Inc.** A hearing on the National Labor Relations Board's complaint against Carl Subler Trucking, Inc., will be held in Atlanta on October 4. The complaint, reported on in last month's *Convoy-Dispatch*, cites Subler for illegal harassment and other coercive tactics in the course of a vote on a new contract. Additional charges have been filed by TDU against both Subler and Local 79, which "represents" the Subler drivers, and these may be added to the initial complaint.

## TDU Fights to Protect Health & Welfare

It is likely that TDU members will again be in court to insure that health and welfare coverage cannot arbitrarily be denied to Teamsters in the Central States, Southeast, and Southwest Areas Fund.

In August, the Fund's attorneys notified TDU attorney Tom Geoghegan that they would, effective October 1, put into effect a modified version of the policy which had been blocked by timely legal action last year. They were required by the judge's order to give us 45 days' notice.

They now realize that we will not stand by and let them impose a policy of simply cutting off the coverage for members whose companies are delinquent in payments to the Fund. So they are trying to institute a more careful policy, in which any member to be cut off would receive advance written notice.

However, Attorney Geoghegan, who

represents the rank and file plaintiffs in the case, informed us he will now seek to have that policy clarified, and demand fuller protection for the involved members before coverage cut-offs are resorted to.

"Unless they can specify clear protections, we will be seeking an injunction against the Fund," Geoghegan stated.

The Fund has a clear remedy to force employers to pay their obligations, which is legal action. The union has an additional remedy, which is 72-hour strike notice. Yet the Fund last year tried to dump the full burden for the employers' failure to pay their obligations onto the individual member, who has no remedy at all and could be stuck with catastrophic medical bills. It is this policy that TDU successfully blocked and will again be working to prevent.

## Labor Board Rules Denying Access to Contracts is Unfair Labor Practice

What can be done when the union refuses a member access to collective bargaining agreements, dispatch procedures, hiring hall procedures and other important documents which have a "direct impact" on employment?

The National Labor Relations Board (NLRB) in *Bartenders Local 165* (261 NLRB No. 67) held that such a refusal violates the union's duty of fair representation and is an unfair labor practice.

In the *Bartenders* case, a job applicant wanted to review the union's hiring hall record because he suspected another individual had been improperly referred to a job ahead of him. After the union refused access to the documents, the applicant filed charges with the NLRB. The union took the position that the information was confidential and that to permit

access to it would unnecessarily burden the union officials.

The Board disagreed saying that in certain situations the union objections might be valid, but the Board was not convinced that a real basis for objections existed in this case. Union members have always had the right to file lawsuits or go to the Department of Labor if the union refused to supply contracts or other important information. Now, members have the faster and less costly option of going to the NLRB.

Members still have the burden of proving that the union refused them access to the information. Usually, the best way to do this is with a return receipt requested letter. If you have specific questions about your rights in this area, contact TDU.

## Study Finds Vehicle Accidents Leading Occupational Killer

A new study shows that motor vehicle accidents are now the leading cause of death on the job.

The study, performed by a team of researchers from the Johns Hopkins University School of Public Health in Baltimore, found that 41% of occupational deaths involve transportation vehicles. Some 15.5% of the deaths studied involved crashes of tractor trailers and other heavy trucks.

The researchers carefully investigated every death on the job that occurred in the state of Maryland in 1978. Of the 148 deaths studied, 37 involved road vehicles, and 16 of the victims were truck drivers.

The researchers noted that while much attention has been paid to occupational hazards in industry, very little has been done to protect workers who drive for a living.

"Responsibility for protecting the millions of workers whose 'workplace' is a road vehicle is vested primarily in the Department of Transportation, which has given little attention to truck occupant protection," the report concludes (emphasis added). They cite steering wheel design as an important factor overlooked by safety agencies, and urge that "crashworthiness" standards for heavy trucks be established by the DOT.



## Nine Families Pocket \$3.5 Million

## It's A Family Affair...

In our union, ripping off the membership is a family affair. Last month, *Convoy-Dispatch* reported that 53 Teamster officials made \$100,000 or more in 1981. This month we show that these officials are not content simply to line their own pockets, but use their positions of power to set their relatives up in lucrative official jobs as well.

The extent of this family enrichment is staggering. Just nine Teamster families received \$3.5 million of our dues money in salaries, allowances and expenses in 1981. Some of these families, like the Pressers, Friedmans and Provenzanos, are already well-known for their blatant ripoffs of the membership. Others, such as the Hogans and Bernsteins of Chicago, or Adelsteins of New York, are less

famous but equally greedy. And our report is only partial. There are many other Teamster families about which we have not reported who make as much money or even more than those mentioned on this page.

What follows are brief profiles of three of the Teamster "Families of Power". In addition, we have listed the salaries and number of jobs of all nine of the families. We present this information not merely to embarrass our wealthiest officials—who certainly ought to be ashamed of themselves—but also to underline the need for TDU. Only the rank and file movement can put an end to this disgrace to our union, and put this money to much better use in organizing the unorganized and protecting our contracts.

## Presser

The Presser family has been ripping off Ohio Teamsters for more than two decades. The dynasty was founded by William, who amassed tremendous power and wealth through his positions in the union and the Central States Pension Fund, not to mention his associations with known organized crime figures. Though convictions for labor extortion, destruction of union records and taking payoffs for labor peace somewhat crimped his style in recent years, William still managed to earn \$98,408 in four Teamster jobs in 1981, before he died in July of a heart attack.

William began grooming son Jackie for the succession many years ago. In 1966, he created Local 507 as Jackie's plaything. The Local has never held a contested election, and it grew primarily by grabbing parts of other locals and signing sweetheart contracts. Jackie took home \$353,737 from four jobs last year, including IBT Vice



Jackie Presser

President, Ohio Conference President and Local 507 Secretary-Treasurer.

The newest addition to the roster is Jackie's 23-year old son, Gary, who replaced his grandfather as Vice President of Local 507 when William died last year. Yet another member of the family, Jackie's uncle Allen Friedman, was employed as a Local 507 business agent in 1981. Total family income: \$573,793.

| Family name                              | # of Jobs | Earnings         |
|------------------------------------------|-----------|------------------|
| William, father (deceased)               | 4         | \$98,408         |
| Faye, William's wife*                    | 0         | \$72,300         |
| Jackie, William's son                    | 5         | \$353,737        |
| Gary, Jackie's son                       | 1         | \$13,348         |
| Allen Friedman, William's brother-in-law | 1         | \$36,000         |
| <b>Total family earnings</b>             |           | <b>\$573,793</b> |

\* Includes one severance payment made when William died and a Cadillac. Faye will likely receive further benefits; *Convoy-Dispatch* is following this and will report on any further developments.

## Friedman

Harold Friedman, as we reported last month, is the highest paid union official in the world, let alone being the highest paid Teamster. His \$426,873 is even more than the total pocketed by the entire Provenzano family, for instance.

Friedman earns his salaries as President of Teamster Local 507, Vice President of Joint Council 41, and President of Bakers Local 19, which shares offices and business agents with 507. He and Jackie Presser are said to work very closely together,

almost as if they were a family.

Friedman is also apparently preparing his son David to assume his positions of power in years to come. David made \$26,000 as Vice President of Local 19 last year, even though a *Cleveland Magazine* article reported in 1980 that "he rarely shows up for work...and even fails to attend important union meetings and elections."

Harold's daughter, Patricia, also shares in the benefits of her father's power. In 1981 she took home \$19,221 as an "employee of Joint Council 41. Responsibilities: unknown. Total family income: \$472,094.

| Family Name                  | # of Jobs | Earnings         |
|------------------------------|-----------|------------------|
| Harold, father               | 4         | \$426,873        |
| David, Harold's son          | 1         | \$26,000         |
| Patricia, Harold's daughter  | 1         | \$19,221         |
| <b>Total family earnings</b> |           | <b>\$472,094</b> |

## Provenzano

The Provenzano name is notorious throughout our union. Family chieftain Anthony "Tony Pro" Provenzano is now serving a life term for the murder of the previous secretary-treasurer of Local 560 and a concurrent 20-year term for labor racketeering.

Before going off to the federal penitentiary in 1978, "Tony Pro" set up much of family in lucrative union jobs. Brother Salvatore ("Sammy Pro") inherited the mantle of family power and became an IBT Vice President, along with positions in the Eastern Conference and Joint Council 73.

Tony appointed daughter Josephine, then 23, Local 560 secretary-treasurer as one of his last official acts. Tony's brother Nunzio made \$38,657 in 1981 before his conviction on labor racketeering charges.

Perhaps most outrageous is the fact that Tony Pro himself was paid \$28,143



LIKE BROTHER LIKE BROTHER? Anthony and [Inset] Salvatore Provenzano.

last year while in prison. (See related story, page 2.) Finally, in addition to salary and expense payments, "Sammy Pro" received a whopping \$82,987 in legal fees reimbursements from the IBT last year after being acquitted of the same charges that sent Nunzio to jail.

| Family Name                             | # of Jobs | Earnings         |
|-----------------------------------------|-----------|------------------|
| Salvatore*                              | 4         | \$230,662        |
| Nunzio, Salvatore's brother             | 1         | \$38,657         |
| Anthony, Nunzio and Salvatore's brother | 1         | \$28,143         |
| Josephine, Anthony's daughter           | 1         | \$66,091         |
| <b>Total family earnings</b>            |           | <b>\$363,553</b> |

\* Salvatore was acquitted of racketeering charges on May 2, 1981. (Nunzio was convicted on the same case and sentenced to 10 years in prison.) The IBT reimbursed Salvatore an astounding \$82,987 for legal fees incurred in the case.

## Bernstein, Local 781, Chicago

| Family name                  | # of Jobs | Earnings         |
|------------------------------|-----------|------------------|
| Joseph, father               | 3         | \$157,033        |
| Joseph L., Joseph's son      | 1         | \$131,584        |
| Robert, Joseph's son         | 1         | \$121,691        |
| <b>Total family earnings</b> |           | <b>\$410,308</b> |

## Adelstein, Locals 813 &amp; 1034, N.Y.

| Family name                  | # of Jobs | Earnings         |
|------------------------------|-----------|------------------|
| Bernard, father              | 3         | \$156,579        |
| Martin, Bernard's son        | 2         | \$94,282         |
| Allen, Bernard's son         | 2         | \$85,689         |
| <b>Total family earnings</b> |           | <b>\$336,550</b> |

## Williams, IBT President

| Family name                   | # of Jobs | Earnings         |
|-------------------------------|-----------|------------------|
| Roy Lee, father               | 4         | \$256,520        |
| Jennifer, Roy's daughter      | 1         | \$33,442         |
| David Smith, Roy's son-in-law | 1         | \$73,371         |
| <b>Total family earnings</b>  |           | <b>\$363,333</b> |

## Hogan, Local 714, Chicago

| Family name                  | # of Jobs | Earnings         |
|------------------------------|-----------|------------------|
| William Sr., father          | 2         | \$147,749        |
| William Jr., Sr.'s son       | 1         | \$80,864         |
| James, William Sr.'s son     | 1         | \$77,662         |
| <b>Total family earnings</b> |           | <b>\$306,275</b> |

## Trerotola, Eastern Conference

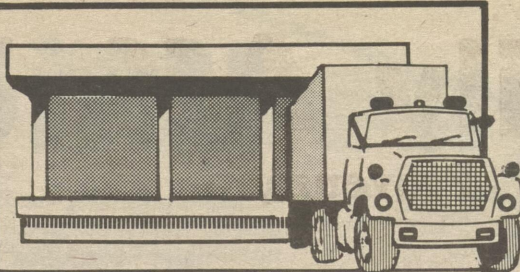
| Family name                  | # of Jobs | Earnings         |
|------------------------------|-----------|------------------|
| Joseph, father               | 3         | \$159,423        |
| Vincent, Joseph's son        | 3         | \$108,389        |
| <b>Total family earnings</b> |           | <b>\$267,812</b> |

## Schoessling, IBT Secretary-Treasurer

| Family name                  | # of Jobs | Earnings         |
|------------------------------|-----------|------------------|
| Ray, father                  | 1         | \$180,816        |
| James, Ray's son             | 1         | \$75,528         |
| <b>Total family earnings</b> |           | <b>\$256,344</b> |



# Freight Lines



**Members Fight Flex Work Week in Ohio.** The Ohio Conference has done it again, as Alice-in-Presserland wonders will never cease. Now new guidelines for the flexible work week have been decreed and they are threatening to impose them *without a vote* of the affected members, in violation of Article 16 of the IBT Constitution. Some terminals that already have a flex work week such as *Cincinnati McLean* and *Toledo Roadway* are being told they will face eliminations of all guarantees they have had, such as red-circles or limited days on which bids will start. Any day can be a start day under the new rules.

TDU members and other rank and file Teamsters are fighting back. Roadway Toledo already has collected a few thousand dollars in their legal warchest. Their local president wrote a letter to Jackie Presser in which he expressed concern that if a vote was not allowed, successful lawsuits by the ripped-off members would follow.

As we go to press he situation is up in the air, but a battle over more giveaways of conditions is certain. TDU will aid any members, and stewards who are willing to stand up.

**ABF-ETMF.** On August 19 the Multi-Conference Change of Operations Committee approved, with a few modifications, the proposed change submitted by ABF management. They decided that it was neither a merger nor merely a purchase of rights, and came under neither of those clauses in Article 5. Instead they applied Section 4 of Article 5. Order of priority for seniority will be: A) ABF active employees as of June 1; B) ETMF active employees as of June 1 shall be considered next. Where needed at the outset or if later recalled, they shall be dovetailed with full seniority; C) The inactive lists of the two companies shall be dovetailed, and after A and B are exhausted job opportunities shall be afforded to this roster in seniority order.

At Toledo Roadway there was a happy ending to the firing of chief steward Gary Tubbs. In July Tubbs was reinstated with full back pay. During the weeks he was off, members took up a collection for him, and 50 fellow workers showed up at his local level hearing. Local 20 and BA Ray Novarro went to bat for him, and the result was victory.

## Manpower Scam Undermines NMFA

Bill Owens and Bill Manos have done it again. As of August 18, the last unionized hourly employees at Atlantic Transfer were laid off.

Atlantic Transfer had 100 employees working under the NMFA when Owens bought it. He bought other lines, too, and forged them into his City Freight Lines (CFL) empire.

Then came the shadow companies and campaigns to eliminate all union employees. Here Owens used his partner Bill Manos (a former Local 235 BA who switched sides), and the union has fumbled the ball.

Manos established manpower firms, including GO Courier Service, and got his alma mater Local 235 to sign a severely substandard deal with GO.

GO then put this "union help" to work for Owens' companies.

LA TDU has watched as union employees have been laid off, and Owens and Manos have waltzed all over the union. For several years, we've alerted the union and helped write grievances. The only way to win this for the union to start working together on this problem.

The latest victims, Atlantic Transfer employees, are mad as hell and determined to fight. They and Local 396 are taking the issue to arbitration.

If you can help, or want (or have) info, contact the Atlantic Transfer Defense Committee, c/o Steward Myron Rick, 21112 S. Budlong Ave., Torrance, CA 90502. (213) 320-5553.

## Concessions

*continued from page 1*

A number of locals are choosing to fight, despite the top officers' position. An article in this issue reports on a 14-week strike by *St. Louis Local 600* to save the Master Freight Agreement at McBride Express. *Detroit Local 299* has struck some carriers, and forced Bender-Loudon to pay full-scale. *Cleveland Local 407* threatened a strike at Lyons Transportation and had the same effect. These and many other local examples are good starts, but cannot undo the damage done by the International's policies.

### Organize!

In addition to taking a strong and united stand on takeaways, a new approach is needed to organizing. The union's membership has stagnated and begun to shrink. The union's organizing has not offset the losses, and even worse, the shrinkage is in the major Teamster jurisdictions—the backbone of our union strength.

The Organizing Department of the IBT has actually been abolished! Instead, we pay some 70 "International Organizers," most of whom already have full-time jobs and just get another salary out of it. Some of them are relatives of the likes of Roy Williams or Bobby Holmes, some have already been convicted of taking money from the union or payoffs from employers, like Rudy Tham or Roland McMaster.

We need a positive plan for organizing. To tackle the big Teamster industries and *save union jobs*. The textile workers union didn't try to compete with other unions and pick up a few members here and there—it took

on the biggest union-buster in the country, J.P. Stevens, and threw everything it had into the fight. That kind of union determination and strategy is what is needed.

We need policies that will involve the members, that will build pride in our union, that will direct our resources toward protecting our contracts and organizing the unorganized, not lining the pockets of a few rich families.

Does this seem "far out", "radical", or "communist"? To those of us in TDU, it seems like common sense, basic unionism. If you agree, join us and help make it happen.

At the TDU International Steering Committee meeting of August 28, it was reported that since the last ISC meeting two months earlier, there were 68 new bundles of *C-D* being shipped, with a total increase of 2,825 copies per month involved in these.

To these distributors, we say 'thanks.' We hope more of you will use the coupon below.

## CONVOY DISPATCH

I want a bundle subscription to **Convoy Dispatch** each month.

100-\$9 ☐ 20-\$4 ☐  
50-\$5 ☐ 10-\$3 ☐

Name

Address

City  State

Local  Zip

Mail to the address on the front of **Convoy Dispatch**.



**Rank and File Prepares for Chicago Tank Contracts.** In an effort to pressure Local 705 to negotiate a decent contract this fall, Chicago area tankdrivers have begun circulating petitions in support of a 10-point program of contract demands. The demands were formulated at a meeting on August 22 and include: elimination of all existing riders and concessions, and a rollback to the pre-concessions scale of \$13.20 hourly and 29.2c per mile; 100% COLA protection over the life of the contract; mileage figured on hub basis rather than mover's guide; backhauls delivered by city drivers, and several others. The drivers are hoping to force 705 Sec.-Treas. to hold a contract meeting where the demands can be presented to him.

**Ohio Tank Drivers** have filed suit against Matlack, Leaseaway, Coastal and various union officials for the contract giveaway which was engineered in April. Now there is a report that Jack Yager, who acts as the director of the Central Conference, is going to review the situation and meet with the Ohio union officials involved in September. Tank drivers will be watching for the results, if any. Yager is one of the defendants in the lawsuit.

**West Coast Tankhaulers Voting on Sellout Contract.** Gene Shepherd, co-chair of the Western Master Freight Division, has put the finishing touches on his long campaign of giveaways to the tanker companies. The new Western Area Tank Agreement he negotiated would freeze hourly and mileage pay until next July 1; cap COLA payments at 25c, payable only July 1, '83 and July 1, '84; and give the companies "one hour of free time excluding driving time" per tour of duty. Volume tender drivers' pay would be cut to the greater of \$11 per hour (from \$12.27) or 25% of the linehaul revenue.

Opposition to the contract is reportedly running high, and rejection is possible. (Ballots will be counted Sept. 3). The drivers are particularly angry because the proposed agreement fails to rescind a series of percentage riders negotiated by Shepherd over the last 18 months. It merely states that the companies and the Western Conference will have to deal with them 90 days after ratification.

Dean McCorkle, alternate steward and Matlack driver in Local 692, said, "The contract stinks. We're not going to swallow all the heartache. We take the responsibility and the risks, why shouldn't we get some of the rewards?"

## Join The Reform Movement Today!

Name  Local Union #

Address

City  State/Prov.  Zip

Phone  Company

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other

☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210  
(TDU membership is kept confidential from employers and IBT officials.)

## Join TDU



# LABOR DAY 1982

**Teamsters For A Democratic Union**  
Box 10128, Detroit MI 48210 (313) 842-2600

September 6, 1982



Dear Fellow Teamsters,

On Labor Day, 1982, it's no secret that the labor movement has little to celebrate about. This last year has seen the worst attack by employers against American working people since the Great Depression. Not only Teamsters, but autoworkers, steelworkers, packinghouse workers, hospital workers, teachers and others have been hit with wage freezes, takeaways, and union-busting.

The attack comes in bad economic times, with some 12 to 15 million Americans jobless. In some cases, companies on the verge of bankruptcy have sought to save themselves at our expense. But in almost as many cases, healthy companies have been using the crisis as an opportunity to break the spirit and strength of labor.

In our Union, the officials are at a loss as to what to do. Lacking any ideas, they have gone along with the employers, whether in freight, carhaul, UPS, construction, warehousing, food canning or other areas. The only advance our officials have made is in their own salaries. They are ill-equipped to deal with the problems of the rank and file.

But it is not only our officers who are at a loss. Many of our fellow members seem to be passively accepting their fate. How many times have we heard a brother or sister Teamster say, "Yes, I know you're right, but nothing can be done."

Yet history shows it's always darkest before the dawn. The Great Depression hit in 1929. Unemployment peaked at 30% in 1933. But it wasn't until 1934 that big union movements sprung up, among Teamsters in Minneapolis, auto workers in Toledo, and waterfront workers in San Francisco. And it wasn't until 1937 that the modern labor movement established itself with hard-fought victories over such corporate giants as General Motors, General Electric and Firestone Rubber.

Or to take another example, the Polish people have endured defeats in past attempts to form a free union movement, most recently in 1981. But the impact of the Solidarity movement which organized 10 million workers in a matter of months can not be wiped out. In recent weeks, we've seen proof that the Polish people go on fighting, and that they will win in the end.

In these difficult times, it's not always easy to keep up our spirits in the fight for unionism. But it is more important than ever.

That's what TDU is about—building the spirit of unionism, democracy, solidarity and participation. On Labor Day, it's appropriate to take a few moments to recall what this struggle is all about, what has been won by those before us, and what we will win.

We shouldn't despair on this Labor Day, 1982. We should affirm the significance of what we are doing and rededicate ourselves to continuing the struggle on behalf of all Teamsters and all working people.

Fraternally,

The TDU International  
Steering Committee

## Unionism: S

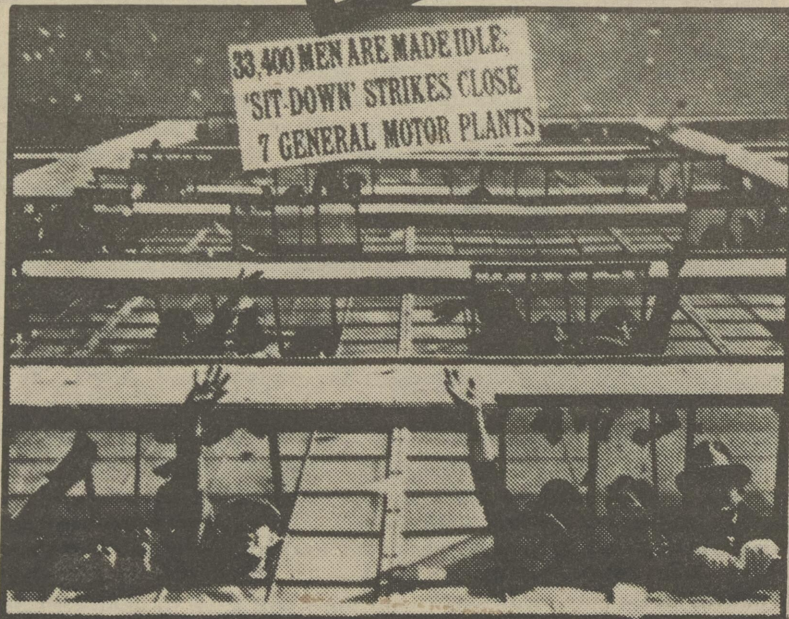
"Power concedes nothing without a struggle," a famous labor organizer once said. He might have added that the struggle is never easy.

Working people have been fighting for dignity and justice on the job ever since there has been work. It's true that we've made great progress since the first Labor Day was celebrated a century ago. But it's also true that we fought for everything we've got. And today it seems that we're going to have to fight hard just to hold on to what we have.

The pictures on this page remind us that we are not alone in our struggle. Against tremendous odds, our parents and grandparents organized the unions during the '30s, with sit-ins and militant strikes. In Poland today, working people are fighting for freedom, as they have been for generations. In other unions in this country, the rank & file is fighting for better contracts and more democracy.

All of those who went before us, and others who are fighting today, have endured bleak times when the task seemed overwhelming. But they kept on fighting and eventually they won.

On this Labor Day, 1982, we think these are important things to think about and remember.



The Archives of Labor and Urban Affairs, Wayne State University



**ORGANIZING IN THE '30S.** The great organizing drives that built the modern union movement occurred in the depths of the Great Depression. In Minneapolis, [above] militant tactics such as mass pickets and even a general strike were used to win a contract for Teamster coal drivers. In the next few years, campaigns were held to organize over-the-road drivers and the union's membership expanded 100%. In Flint, Michigan, in the winter of 1936-37, 33,400 auto workers sat in at the giant General Motors complex of plants for 44 days until they won a contract that established the UAW [left]. It had always been said that "auto workers were too dumb to organize." In fact the first autoworkers' strike took place in 1913 at Studebaker, and was defeated. Many efforts were made—and failed—until the historic showdown at Flint changed the course of American labor. The autoworkers eventually succeeded because they couldn't afford to give up—they needed their union to survive.



# Survival Through Solidarity

**SOLIDARITY DAY.** When the AFL-CIO called for a demonstration on September 19, 1981, to speak out for the concerns of labor, it wasn't known how union members would respond. But over 400,000 trade unionists from across the country came to voice their frustration and anger at the beating working people have been taking in recent years. On Solidarity Day, the power of the labor movement was clear. Tactics such as mass demonstrations helped build the labor movement. We need more Solidarity Days in months and years to come.



**MODERN LABOR PIONEERS.** On a cold winter day in January, 1976, over a hundred Teamsters from a number of locals converged on the IBT Marble Palace in Washington, with a message of solidarity. They delivered petitions bearing the names of some 25,000 freight Teamsters, expressing concern over the upcoming NMFA. In response, the IBT called the first national Teamster strike in history, settling short but winning the rank and file movement's major demand: a cost of living clause. Months later, TDU was born out of this movement, after Pete Camarata [center of picture, above] spoke out at the 1976 IBT Convention as the only dissenting voice. PROD, another group of Teamster pioneers, merged with TDU in 1979.



**THE POLISH WORKERS FIGHT FOR THEIR UNIONS.** The Polish people have been fighting for their democratic rights, especially the right to have their own unions, free of government control, for decades. Major strikes and confrontations took place in 1944, 1956, 1968, 1970, 1976, and most recently, from 1980 to 1981. Each time, some reforms were won, but eventually they were undone. In August, 1980, the desire of the Polish people for democracy and justice erupted into the massive Solidarity union movement, which organized 10 million Polish workers in a matter of months. Pictured above is the moment of victory—when Lech Walesa, lower right, announced to thousands of workers in the Gdansk shipyards that the government had agreed to recognize Solidarity. The date was August 31, 1980. Inset is a picture of the negotiations leading to that settlement, with Walesa on the left, government officials on the right. The microphones on the table transmitted the negotiations live to 16,000 workers gathered in the shipyard. [How different the NMFA might be if Roy Williams and TMI had to negotiate before a live audience of thousands of Teamsters.] As everyone knows, the government crushed Solidarity by imposing martial law on December 13, 1981, but events in recent weeks show that the spirit of Solidarity lives, and that the struggle of the Polish people will continue despite all odds.



## Rank and File Resist Concessions

## Kroger Bargains Tough

Kroger's is taking advantage of economic hard times to engage in some very tough bargaining with Teamsters across the country.

In negotiations with Cleveland Local 407, Kroger went so far as to take out an ad in the local papers advertising for scabs in case of a drivers' strike (see ad at right). The tactic backfired — some local media figures denounced the move, and the members united behind their bargaining committee.

Kroger has proposed a wage freeze in the first year of the contract, and 40c in each of the following two years. Mileage rates would go up 1.5c the first year, 1c the second, and 1.25c the third. COLA would be completely eliminated from the contract.

In addition, Kroger's wants to start new hires at 80% of scale in their first year and go to 90% in the second. New drivers would also be on a "flexible work week."

Local 407 flatly rejected the company's so-called "final offer." In a letter to the drivers, the bargaining committee said, "this is a substandard contract proposal and will change your economic position from a second class citizen to a third class citizen." The drivers unanimously voted to back the

negotiating committee's position at a union meeting on August 15.

The next step is unclear. In the meantime, Kroger warehouse workers who belong to Local 507 have been working on a contract extension since May. Local 507 Sec.-Treas. Jackie Presser hasn't made his presence felt in the drivers' negotiations, but if Presser doesn't back up the drivers in case of a strike, it could damage their efforts seriously.

## Columbus Settlement

On August 29, Columbus Kroger drivers voted to accept a contract with a \$1.45 hourly and 3.25c per mile raise over three years. Other improvements were won, including a prescription card (with \$2 deductible) for retirees.

One loss was suffered, a new hires rate of 80/90/95% over three years. The company had pushed hard for tonnage pay, but a united stand by the drivers backed it off. The rank & file negotiating committee felt it was the best they could hold out for, and about 2/3 of the 122 who came to vote agreed.

## St. Louis Stalled

Talks in St. Louis stalled after members unanimously rejected a horrendous company proposal, which

included Saturdays at straight time, cut sick days in half, put more stores on mileage, and eliminated benefits and sick leave for new hires.

## Solidarity vs. Union-Busters In Arizona Strike

"I've never seen such a display of solidarity in my life. This is what it's going to take if the union movement ever hopes to get back the strength we once had." This is what Jim Jeter, a member of Teamster Local 83 in Arizona had to say about the statewide construction strike which currently involves 20,000 union members.

Mr. Jeter has been "replaced" by Century Materials, Inc. for refusing to cross the pickets of the striking construction trades. He is not alone. Fifteen of 20 drivers employed by

Century also have chosen to stand with their striking brothers and sisters. They've vowed not to go back until all the striking workers are back at work with decent contracts and union protection.

The strikers have been replaced by scabs. Other Teamster ready-mix drivers are refusing to deliver materials to the struck companies.

All the striking unions, including the IBT, have filed a \$480 million lawsuit against the contractors. The suit charges that the contractors have plotted to destroy unions by maintaining "alter-ego" companies to employ non-union labor and by bad faith negotiating.

"Let's face it," Mr. Jeter said, "they're trying to bust the unions here in Arizona. We all should be out on the picket lines with them."

## Richmond Warehouse Contract

## TDU Reveals Safeway Inequities

Safeway warehouse workers in Richmond, Va., have discovered the power of the press, and they like it. A new TDU chapter newsletter made its first appearance in the midst of the Safeway contract negotiations, and it immediately sparked more interest among the workers in winning a good contract.

What opened the members' eyes was the newsletter's details of the pay difference between Safeway warehouse workers in Richmond, Va. and Safeway workers in Landover, Maryland doing the same jobs. In all job categories, Richmond was behind by more than \$3 an hour!

In addition to this, the newsletter detailed Safeway's earnings for 1980 and 1981, with its total after tax profits of more than \$233 million for those years. So not only are the members' demands for wage increases reasonable, as they are so far behind Landover, but the company is also

clearly able to pay them a higher wage.

More than anything else, the newsletter has gotten the members more interested in the negotiations and more united in their effort to win a good contract. Bargaining committee member James Dickerson, a TDU member, helped keep the members' interest high by revealing more facts and figures at the August 21 union meeting. He read aloud the wages that were paid to Safeway warehouse workers in a number of locations throughout the country in 1979, many of which exceed the current wages paid in Richmond.

The members are now working under an extension of the contract, and while wages are the number one issue, several other issues are at stake as well:

• Safeway is pressing for a number of changes that would work against

Furthermore, the proposed contract shifts the Sears work to road drivers domiciled in Philadelphia, which will mean the loss of additional jobs in Wellsboro.

Rank and Filers at Taynton are working hard to get the truth out, in hopes that their fellow employees will give the company another resounding "no" on September 12th.

## Jobs Will Be Lost

operations from its Wellsboro, Pa. terminal to the Horsehead, N.Y. terminal if the agreement is rejected.

Taynton has promised to keep Wellsboro open, but the contract only "guarantees seven more months of operation at the Wellsboro terminal," according to TDU member Russ Jordan.

new hires and probationary employees. As TDU stressed at other grocery companies, these changes not only affect the new hires but are also designed to speed up, and even eliminate, current warehouse workers.

• Rest periods are also under attack, and the company wants a minimum of 8 hours rest between shifts, down from the current twelve hours.

• Transfers to higher paying jobs for less than 8 hours would not be paid at the higher rate.

The members are now more determined than ever to get a good, liveable contract. Information from the newsletter helped build that determination, but now is not the time to let up. More organizing must be done in case Safeway isn't listening and pushes the members to a strike. At that point the members must be ready to show the company that they are organized, and that they understand the meaning of the word "solidarity."

BECAUSE OF THE POSSIBILITY OF A LABOR DISPUTE WE ARE

# NOW ACCEPTING APPLICATIONS

**DRIVERS:** Tractor-Trailer \$9.54/hour  
Must have current and acceptable D.O.T. qualification papers. Minimum age 21.

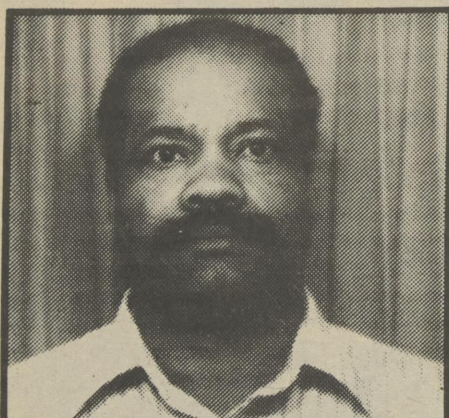
**WAREHOUSE:** Order Assemblers - Fork Lift Operators \$7.81 to \$8.17/hour  
General Warehouse. Minimum age 18.

**JOURNEYMAN MAINTENANCE & GARAGE** \$8.68/hour

**MECHANICS:** Thermo & Diesel Truck Mechanics; Cummins Experience preferred  
Fork Lift Mechanics  
Refrigeration & Electrical Maintenance  
Minimum Age 18

Apply in person only: 9:00 a.m. - 4:00 p.m.  
Wednesday, Aug. 4 and Thursday, Aug. 5, 1982

**THE KROGER CO.**  
31000 AURORA ROAD  
SOLON, OHIO 44139  
an equal opportunity employer

## "I'll Be There..."

James Dickerson, Safeway  
Local 322, Richmond, Virginia

"I am enthused about attending the coming TDU Convention in Detroit because of the knowledge to be gained that will help me to help others who are in danger of losing their jobs, suspension, or steps leading to both. I feel there is a great need for good, honest union officials, shop stewards, and other union workers, and I think TDU can build both. TDU can carry you a long way in being successful in union work. I'm on my way."



# Open Letter to 710 Membership

Convoy-Dispatch has a policy of opening its pages, space permitting, to Teamsters running for Local Union office to present their program. This letter was written by a candidate in the Chicago Local 710 election.

## Dear Fellow 710 Members,

On September 12, 1982, Local 710 will conduct an election of Executive Board, Trustees, and Business Agents. This is the first time in 12 years that the Bill Joyce Slate of "tuxedo Teamsters" has had any opposition. For 12 years, we, the rank and file, have more or less told them that we are happy with the job they are doing. We've told them they deserve the \$100,000 a year or more salaries we are paying them.

Most of all, we've told them we like the idea of losing all power in our contracts, losing our elected stewards, losing our majority rule on our contracts and supplements, and losing our basic human dignity and respect in our working conditions. The problems

in our union demand more than a tough-guy image, as 710 portrayed at a nomination meeting in August, where physical violence and intimidation were the order of the day.

What we need is leadership with vision, ideas, and very concrete solutions. The mismanagement of the Joyce Slate has left us defenseless and headed for disaster. They have proposed no strategy to fight the contract giveaways; no strategy to improve our benefits and working conditions, or to guarantee any Teamster jobs.

### Bring a Strong Union Back

The TDU Rank & File Slate needs your vote to bring a strong union back. Thinking back to the good old days of the Teamsters won't bring it back; what we need is leadership and rank & file rights to rebuild our strength for the hard times we face in the future. These must be built on the very bedrock of unionism—a respect for and dignity of a united and informed membership. The 710 TDU Rank & File Slate proposes:

- No individual bargaining
- Establishing a hiring hall
- Elected rank & file negotiating



### "I'll Be There..."

Fran Griffith, International Salt Local 436, Cleveland

"I'm going to the Rank and File Convention this year to renew old friendships and learn how to be a better union member. I found the workshops last year helpful and informative. I'm hoping to bring some more people from the mine this year."

## Salt Strike Turns Back Concessions Wins Some Gains

A four week strike by 150 members of Local 436 at the International Salt Mine in Cleveland beat back major concessions and won some significant improvements in a new three-year contract.

Improvements included a 70c raise in the first year, increased pension contributions, and a new, comprehensive dental plan. A seasonal employees' rate, reduction of stewards, and other takeaways were defeated by the strike.

Despite the improved final offer, accepted by a 113-40 vote, some rank & file negotiators recommended against because of safety language problems as well as a decrease in annual allowable sick days from 36 to 24.

But the strike increased the unity of the miners, enabling them to enforce the contract better and be ready for the next round of negotiations in 1985.

## Driver Discovers CF is Shorting Funds

Back in July, 1981, CF driver Francis Myers in Elmira, N.Y. was on jury duty, and noticed that CF didn't make payments to the N.Y. State Teamsters Fund for that time. He investigated, and decided that CF was not making fund payments for jury time, holidays, and other non-working time.

A year later, the Fund has finally audited the situation and informed CF that it must pay \$142,000 to the N.Y. Fund that they have shortpaid.

It wasn't easy getting anyone to pay attention to the matter. Local 529 did nothing, and a grievance went nowhere.

In August, Myers wrote directly to the Fund and was told an audit would be conducted in November. Months went by and Myers contacted the Fund three more times. He also contacted

the Labor Management Services Administration of the U.S. Labor Dep't.

Finally, in July, 1982, Brother Myers was contacted by Local 529 and told it had received a copy of a letter from the Fund to CF, saying the company owed \$142,000.

CF had been shorting the Fund in several N.Y. State terminals, such as Buffalo, Syracuse, and Rochester.

### Problem Elsewhere

Right now some Teamster H&W funds are cutting back on benefits. Yet maybe proper collection of what companies owe could prevent this. One company...one state Fund...short \$142,000. How many other companies in how many other Funds?

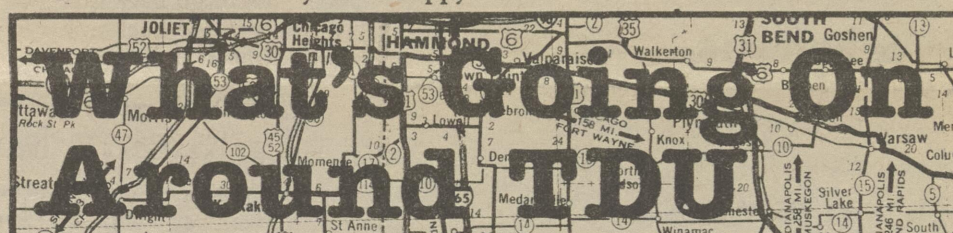
"I may have discovered the tip of an iceberg," Myers said.

committees

- Majority rule on all votes
- A Local 710 Women's Committee, to encourage increased participation
- Elected stewards and committee-persons
- Open books on all Health, Welfare and Pension Plans
- Membership votes on all officers' salaries
- "Innocent until proven guilty" grievance procedures, with a grievance and contract information hotline at the hall
- Hardship programs for the laid off members who cannot meet the H&W payments
- Monthly membership and craft meetings where the 710 people live, be it Indiana, Iowa, Southern Illinois...not only in Chicago.

Well, if you're tired of what's gone on in the past years, be at the union hall on September 12, 7 a.m. to 7 p.m. with your membership card. If you live outside the 50 mile limit, and did not get a mail ballot, carpool with your brother and sister Teamsters. But most of all, whatever you do, **VOTE**. If you don't vote, don't bitch about your job or the union for the next six years, because if the Joyce Slate is re-elected, they will be running our contracts until 1988.

Can we afford this? If you are happy



**ISC Member Re-elected.** Congratulations to TDU International Steering Committee member John Torbet, who was re-elected without opposition in August to the post of Recording Secretary of Local 468, in Oakland, Cal. In addition, Torbet campaigned for two other candidates, Ward's driver Dale Kennedy and PMT carhauler Duane Meyer, who won the Vice-Presidency and Trustee positions, respectively.

**TDU Steering Committee Proposed Amendment.** On August 28, the TDU ISC met and discussed in detail plans for the upcoming TDU Rank and File Convention. In addition the Committee debated an Amendment to the TDU Constitution to provide for the seating of Steering Committee alternates in the event of an absence at a meeting of a Committee member. Presently, an alternate is seated only in the event of a permanent vacancy on the Committee.

The issue was debated briefly, with TDU Organizer Ken Paff speaking in opposition, and was passed as a Proposed Amendment that will be voted on by the membership at the Convention.

The entire Steering Committee (and three alternates) will be up for election at the Convention, and TDU chapters are encouraged to make nominations at the Convention.

Constitutional Amendments, if any, must be in the office by no later than October 1, 1982.

**TDU Chapters Publish Newsletters.** Several new TDU chapter newsletters have been issued in recent months. Members of Local 312 in Chester, Pa., recently printed their first issue of the *Del-Val Express*, focusing on battles over contract enforcement at Penn Truck Aids, a contract carrier for DuPont. The Indianapolis chapter put out its first issue of the *Rank and File News*, with articles about confusion over the NMFA, UPS, and the officers' 1981 salaries from the LM-2 forms. The newly-formed Richmond chapter of TDU issued its first newsletter, which has already had a big impact on negotiations at the Safeway warehouse (see story, p. 8). In Chattanooga Local 515, TDU activists there are planning to put out a newsletter in several weeks. Teamsters from Roadway, Smith's Transfer, and Ryder are all contributing.

**Chapter Picnics.** Summer is a time for picnics and TDU chapters have been no exception. The Quad Cities (Iowa-Illinois) chapter and the Detroit Metro chapters both held hog roasts. The Cleveland chapter held its first annual picnic at the beautiful home of Lester Williams, a longtime TDU activist. Carole Paff of the TDU staff was the featured speaker at the Portland, Me. chapter picnic.



### "I'll Be There..."

Dan Dresky, UPS Local 710, Chicago

"I'll be at the Convention in order to learn more about rank and file rights and the proper ways to obtain remedies when our union won't guarantee them to us. I can't think of a better way to start rebuilding our union than to attend the Convention and join the survival through solidarity movement of information and action."

with the current state of affairs, vote for the Bill Joyce Slate. But if you've had enough of being a second-class peon worker, if you believe in our union, if you want to return our union to the fraternal, strong, democratic organization it once was, vote for the TDU Slate.

Fraternally yours,

Daniel M. Dresky

Candidate for Recording Secretary Local 710



October 30-31, Detroit, Michigan

# Register Now for TDU Convention

Why attend the Rank & File Convention? Because it's an experience you can't find anywhere else. A chance to meet with hundreds of rank and file Teamsters who share your goals, and your determination to take our union back from the Pressers, Provenzanos, and Friedmans. A chance to feel part of a growing national movement of rank and file Teamsters who are tired of watching our union go downhill and are committed to do something about it.

The Convention is also a learning experience. It's a chance to see democracy in action, how a union should be run. Also, an opportunity to meet with the best labor educators and labor attorneys. Be in Detroit, October 30-31. You won't regret it.

## Main Sessions

- **Unionism: Survival Through Solidarity.** Active rank and filers will report on their efforts to improve and enforce contracts, build shop-floor organizations, and organize TDU in their areas.
- **Democracy.** See how a real union should run. You'll have a chance to vote on new leadership for the rank and file movement and help make its policies for the coming year.
- **The Road Ahead.** Where is our movement headed? What will the impact of hard times be? What is the best strategy for building TDU in years to come? This session will take up these questions.

## Workshops

- \* Using the Grievance Procedure
- \* Legal Rights
- \* Fighting Concessions
- \* Wives and TDU
- \* Running for Local Union Office
- \* Road Driver Safety and Health
- \* Arbitration
- \* Occupational Safety and Health
- \* Shop-Floor Organizing
- \* Providing Leadership as a Steward or BA
- \* New Attacks on Unionism
- \* What's Wrong with the U.S. Economy?
- \* Fighting Discrimination
- \* Building TDU Chapters
- \* Being Effective at Union Meetings
- \* Pension and Health & Welfare Funds
- \* New Ideas for Old Chapters



## Jurisdictional Meetings

- \* Freight
- \* UPS Teamsters
- \* Carhaulers
- \* Food Canning
- \* Grocery
- \* Steelhaulers
- \* Construction
- \* And others

## Company Meetings

Meetings will be set up to bring together Teamsters from UPS, Roadway Express and Kroger, and other companies where requested by members. This is especially important for UPSers, who will have their first chance to start building for the future in the aftermath of the 1982 contract campaign.

## Special events

- **Banquet and social evening.** Special sit-down banquet in the Book Cadillac's elegant Grand Ballroom with after dinner entertainment, cash bar and dancing.
- **Report on Poland.** Author Lawrence Wechsler, whose recent book on Poland and the Solidarity movement was widely acclaimed, will present a slideshow and videotape about the events in Poland. He will have just returned from another visit to Poland the week before the Convention.

## Friday, October 29

*This year, a number of special programs have been scheduled for those who arrive on Friday, October 29. We think you'll find these sessions very educational, particularly if you're an active TDU builder.*

**Leadership Training.** A special five-hour training course for chapter activists who want to improve their organizing skills. Tips on how to pick projects, increase your influence in the local, keep your chapter moving in the right direction. If you are interested in participating in this session, you must contact the TDU Office in advance. Registration will be limited in order to have a manageable class.

**What's Wrong with the U.S. Economy?** An experienced labor educator and economist will lead a discussion of this important topic in terms we can all understand. Why have things gone bad? What are the prospects for the future? What does it mean for labor? Come and find out.

**The Labor Movement Resists Concessions.** A special panel discussion on Friday evening, at 7:30 p.m. Not only Teamsters but other unionists have been resisting concessions. Speakers will include: James Balanoff, former director of District 31, United Steelworkers of America; a participant in the seven month strike against concessions at Westinghouse Airbrake Co., from the United Electrical Workers Union; a speaker from the United Auto Workers union. We are not alone!

## REGISTER NOW... SAVE \$10!

Postmark your registration before October 21 and receive a \$10 reduction in registration fee (\$5 if registering for one day only). Reductions available for Teamsters and spouses only.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone ( ) \_\_\_\_\_ Local Union No. \_\_\_\_\_

If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration fee. (Everyone must pay full housing costs.)

Mail to: TDU, Box 10128, Detroit, Mich. 48210 • Phone: (313) 842-2600

| Convention Registration      | # of Persons | Total |
|------------------------------|--------------|-------|
| Saturday & Sunday            | 59.00        |       |
| Saturday only                | 38.00        |       |
| Sunday only                  | 21.00        |       |
| Fri. dinner & Sat. breakfast | 15.25        |       |

| Housing Cost (Includes tax) | Fri.  | Sat.                     | Sun.                     |
|-----------------------------|-------|--------------------------|--------------------------|
| Single occupancy            | 36.00 | <input type="checkbox"/> | <input type="checkbox"/> |
| Double occupancy            | 44.00 | <input type="checkbox"/> | <input type="checkbox"/> |
| Triple occupancy            | 50.00 | <input type="checkbox"/> | <input type="checkbox"/> |
| Quad occupancy              | 60.00 | <input type="checkbox"/> | <input type="checkbox"/> |

Childcare (costs on previous page) # of Children \_\_\_\_\_

If you are not a TDU member or if your membership has expired, **JOIN NOW.** \$20-\$25 for a year's membership and a year's subscription to CONVOY-DISPATCH.

Total amount \_\_\_\_\_  
Less reduction for early registration and, if eligible, for registration reduction due to distant travel.

Total amount paid \_\_\_\_\_

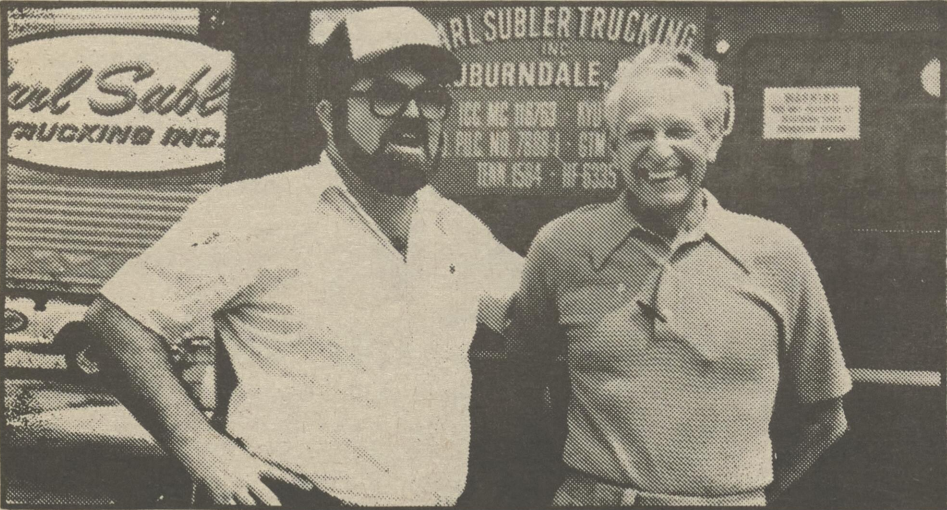


## Bring Your Family, Too



# We're Coming To Detroit...

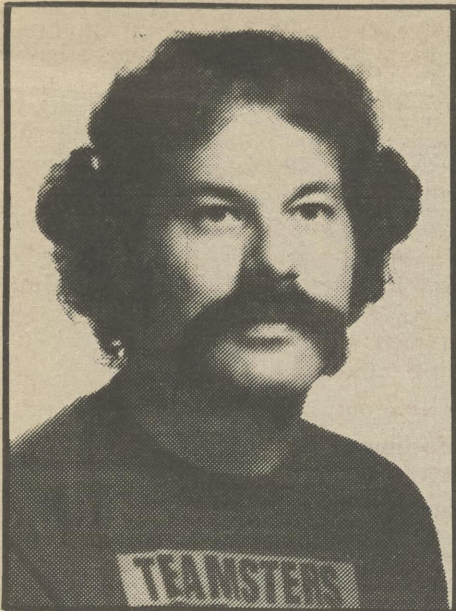
## From Georgia...



Bob Cummins and Clint Bundy, Carl Subler Trucking, Inc.  
Local 79, Atlanta, Ga.

"We're coming because we want the opportunity to meet other TDU members that have had experience dealing with companies and the union. We want to take advantage of the convention workshops and seminars. And we want to become actively involved in the procedures, see how the Steering Committee works, with the thought of forming an Atlanta chapter of TDU. Because this area is experiencing a lot of union dissent and contract regressions. In fighting Carl Subler, TDU has supplied information, statistics, game plans, and moral support that is superb. They've helped us accomplish what we want. Now we want to learn more."

## From the Delaware Valley...



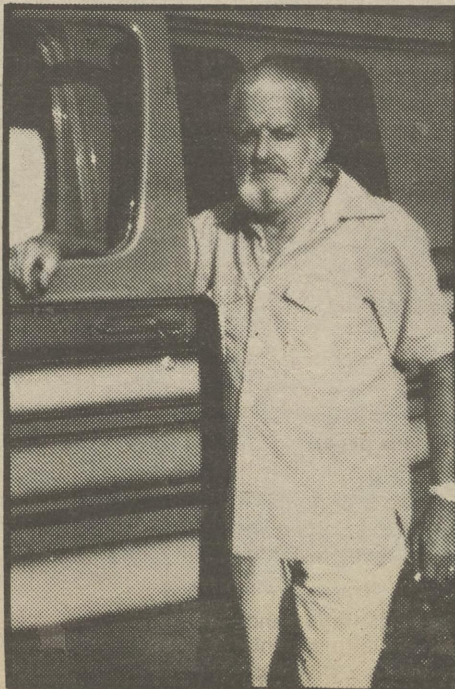
Bernie Bush, Penn Truck Aids  
Local 312, Maple Shade, N.J.

"I have given the upcoming TDU Convention top priority over any and all of my activities that may come up at a particular time. The employees of Penn Truck Aids at New Castle, Del. and members of Local 312, Chester, Pa., recently formed a new TDU chapter. We will need all the knowledge and help possible to grow and involve new members."

"This attendance by myself and hopefully by my wife and other chapter members and their wives will help accomplish the goal of a strong and dedicated membership in the Delaware Valley Area TDU Chapter."

Frank Reardon, Concord Beverage  
Local 830, Wilmington, Del.

"I'll be there because the survival of our union in the '80s depends on us taking responsible political action to compel our leaders to do the job we elected them to do. It's the duty of every union member to take responsibility for what is happening in our union today. We've been apathetic too long, and our present situation nationwide proves it. The TDU can teach us how to change things, and we need to learn, desperately."



## From Missouri...

Cliff and Carol Coonley  
OK Trucking, Local 600  
St. Louis, Mo.

"The reason my wife and I will attend the TDU 1982 Convention in October is concern."

I have been a Teamster member since 1949 in the St. Louis area. I have seen the Teamsters and Unionism grow in this area. I also see how it has eroded in the past few years. We are concerned about our livelihoods and the future of Teamsters. I think TDU has the same concern. To see that our benefits and rights as International Teamsters will be granted and preserved for us as should be."



## From Michigan...



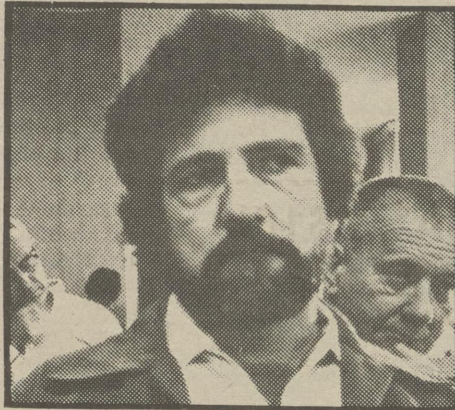
Jim Carothers  
Commercial Carriers, Local 299  
Redford, Michigan

"I'm going to the Convention because there's always something new to be learned. And there are always good people there from across the country. Anybody who is looking for a new perspective on unionism should be at the Rank & File Convention."

Pete Camarata, Earl C. Smith  
Local 299, Detroit, Mich.

"You bet I'm coming to the convention. I haven't missed one yet. And in these trying times we need to get together more than ever. I'm looking forward to seeing the many fine folks from around the country. All rank and file activists should make every effort to be there."

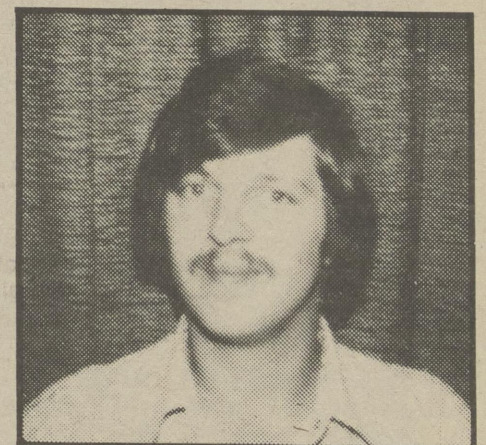
## From Ohio...



Vern Bell, Kroger  
Local 413, Columbus, Ohio

"The main reason I will attend is for knowledge, TDU is one of the best sources of knowledge there is. As a member of the negotiating committee here, TDU helped me in the negotiations we just completed here. The Convention is for any Teamster who wants to learn."

## From Illinois...



Dennis Brazinski  
Transport Service  
Local 705, Chicago

"I'll be there because the spirit of the people I met at the last Convention helped me to know I'm not alone, that the fight can and will be won. The experience gave me the will to get more involved."



# Hang

News of  
UPS Workers

# UPS

**Union Hides Contract Scoreboard.** In 1976 TDU and UPSurge obtained vote counts for the locals in the Central States. In 1982, Joseph Cotter, Williams' righthand man in negotiations and in ballot counting, claims that the information is not available.

We know for a fact that the votes were tabulated by local. The ballots were put out on the tables by local and separated into a 'yes' pile and a 'no' pile. TDU was able to obtain the vote counts for locals 177, 804, and 623.

A number of local officers who have requested this information for their locals have been told that the information is not available. Why would our union withhold this information from its members? Because they are afraid the truth might hurt them and help the rank and file.

**'10 Minute Paid Breaks'** was an improvement supposedly won in the national bargaining and inserted into the supplements. But UPS is up to its usual tricks in trying to undermine the new language. First off, no one we know has been paid this monetary gain retroactively to May 1, 1982, despite a pledge that went out with the contract ballot that "all economic changes are retroactive to May 1, 1982, unless specifically stated otherwise." About \$50 per employee is involved.

Furthermore, numerous loopholes are being used to evade the language. In New Jersey, UPS reportedly isn't paying breaks of probationary employees (before they are in the union), a violation of the contract language. Also, in some supplements language was inserted providing that the 10 minute break would not count in computing hours toward overtime pay. It is thus possible that UPSers might have to work as much as 40 hours and 50 minutes before getting overtime. This is not the case in other Teamster contracts, almost all of which include paid coffee breaks.

Various other tricks have been reported from various areas, and grievances have been filed. *If it wants to*, the International Union has the power to enforce this clause and win the retroactive money due to the members.

**A Bonus for UPS.** The contract provides that "Health & Welfare and Pension increases on May 1, 83, May 1, 84 and May 1, 85 allocated from cost-of-living in the same manner and amount as in National Master Freight Agreement..." This will be a multi-million dollar bonus for UPS, financed by us, the generous employees. It works like this. Suppose they divert 25c out of our wages to put in the H&W and Pension Funds. They count that, for a fulltime employee, as \$10 per week UPS will owe the funds. But all of us know that most fulltime employees work over 40 hours. An employee that averages 50 hours per week (and receives overtime after 40) would be 'donating' an additional \$3.75 per week or about \$187 a year to UPS, free and clear.

**First the carrot, then the stick.** Feeder drivers at UPS' center in Augusta, Ga. report that prior to the contract vote, supervisors were unusually strict about making sure drivers did not work excessive overtime. A 7 p.m. curfew went into effect last November, and drivers were often told to let deliveries go till the next day. But the Monday after the Friday on which the contract's passage was announced, dispatchers stopped doing this. Bit by bit, the old practices came back. 7:30, 8:00, even 9:00 p.m. wasn't too late to finish a run. And so much for the company's concern about excessive hours.

**Southern Conference package car drivers** are disappointed over another little loophole in the contract. Most package car drivers nationally have the right to *bid on routes*, which both respects seniority and inhibits management from penalizing union-minded members with the worst routes. Many Southern drivers were led to believe by union officers and management alike that they would get this in the new contract. In fact, the new Southern Supplement has only the right to bid on 'areas' in each center. A center that has 20 drivers gets divided into four areas, with five routes in each. So there is still plenty of room for management to ignore seniority and give the worst routes to the best unionists.

**New Contract Cuts Part-Timers' Hours.** Reports have come in that in Indianapolis pre-loaders are having their hours cut as new workers are hired who make over \$4 per hour less. Rumor has it that management's motto is 'you'll never see five hours again.' We'll see what action Local 710 takes. Is this happening elsewhere? Let us know, and what is being done about it.

**Bay Area Stewards' Caucus Revitalized.** Organizing around the contract breathed new life into the caucus. Many leaflets and two demonstrations were sponsored by the caucus. They now plan to meet once every 6 weeks and are putting out a newsletter called the *Brown Giant News*. The newsletter will help improve communications among stewards and rank and file UPS workers and will be distributed in 7 locals in the area. The caucus also plans to hold educational workshops for UPS workers and stewards in the San Francisco Bay Area.

**Happy 75th Birthday.** Celebrations of UPS's 75th birthday are planned nationwide, but in some areas union members don't feel like celebrating. Some boycotts are planned, and in at least one case, Local 177, the local union has asked stewards to request all members to boycott the event.



**"I'll Be There..."**

Charis Moore, UPS  
Local 315, Oakland, Cal.

"I'm going to the Convention because I want to make our union stronger so we can fight UPS more effectively. UPSers from all over the country will be there with the same idea in mind, and together we can plan a strategy for dealing with the company over the next three years. We shouldn't ever have to take a contract like the one that just passed, and we've got to start organizing now if we're going to be ready for next time. Every UPSer should be in Detroit, October 30-31."

## Big UPS Locals Seek Separate Contracts

Two of the largest and strongest Teamsters local unions covering UPS workers, New York Local 804 and New Jersey Local 177, have requested that the General Executive Board allow them to bargain with UPS independently of the International Union. Following the disastrous contract that was signed and pushed through by the International, the two locals responded quickly with the requests, which are based on language in Article XVI of the IBT Constitution.

Two other Teamster locals, 705 and 710, already bargain independently in Indiana and Illinois, but rather than use this to the members' advantage, they have in fact been so close to management that most UPS employees cannot see any space in between. But they do provide a precedent for the request by the New York and New Jersey locals.

As of this date, it appears that the IBT has chosen to ignore the request.

### Issue of National Bargaining

Most members and local officers would agree that national bargaining *should be* a good union tool, putting the union on a more equal footing with such a mammoth corporation. But both locals have stated that in practice, national bargaining has not worked out this way. In fact, UPS stated in an internal management memo obtained by TDU: "When we encounter a local union that is hostile and/or uncooper-

ative...in every instance the top Teamster officials recognized the legitimacy of our position and the locals did not receive International support."

It remains to be seen what the General Executive Board will do with the matter. Based on past experience, they will likely ignore the requests of the members and the locals when it comes to UPS.

Another alternative, which could involve many more stewards, active members, as well as local officers with the intelligence and guts to do it, would be to form a *national coalition* of UPS Teamsters, working together in a *network* that will be prepared long before the next national agreement comes up.

As a letter to all Local 177 members pointed out after the vote was announced, Locals 804 and 177 together made up almost 20% of the national "no" vote, at least as it was reported by the IBT. Thus there is a clear lesson: organization pays off, and if it is spread, can lead to national strength that neither UPS nor the International can ignore.

Similarly, in areas where TDU organization at the levels of members and stewards was strong, it is certain that big "no" votes were sent in. So the combination of rank and file organization, and a national network of locals and members, could be much stronger. Strong enough to make the difference. So what are we waiting for?



**LOUISVILLE UPSers MONITOR VOTING.** Members of Louisville Local 89 who work at the Ashbottom UPS Center set up a van in the company's parking lot where rank and fillers could deposit their contract ballots into an "honest ballot box." The van was kept open for voting two hours each morning for five days.

The strength of the Louisville UPSers' rank and file organization prevented management from interfering with this voting process. This organization commands respect from UPS. Besides, UPS didn't really have a leg to stand on since they'd been taking people out to breakfast, trying to buy their votes.

90% of the people voted. With this group activity, it isn't any wonder that word has it the contract was voted down by 77% in Local 89.